

High Sick Leave Consumption Community Services

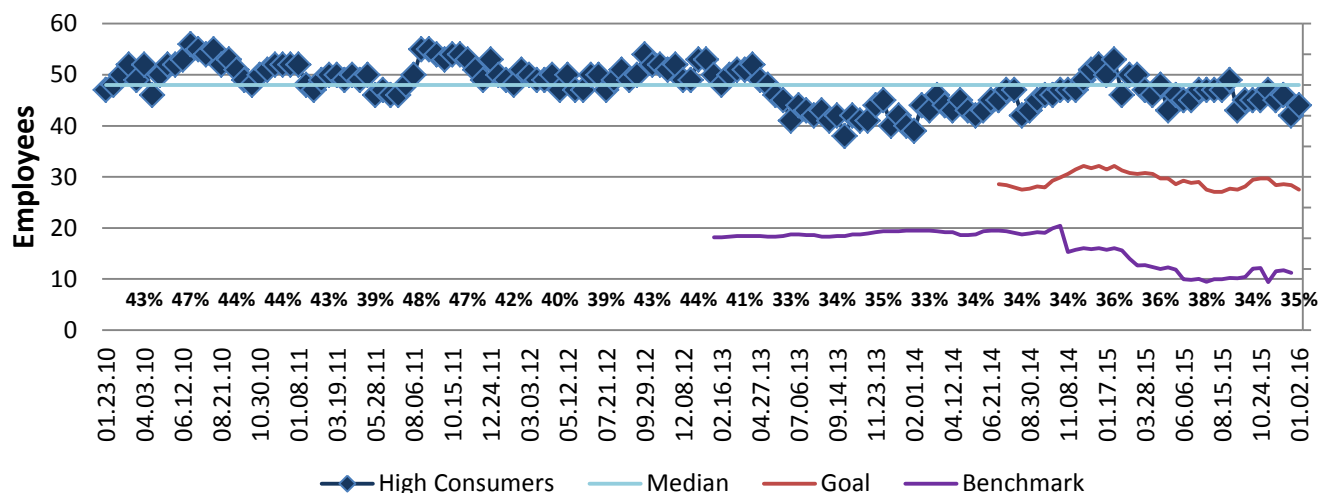
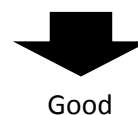


KPI Owner: Gena Redmon

Process: Time & Attendance

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary			
Baseline: FY2014 average 34%		Data Source: Payable Time Peoplesoft Goal Source: Scope Summary Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 4: Generate and prioritize potential solutions			
Goal: <22% (mean of baseline and benchmark)			Measurement Method: # of employees who used 9 or more out of 12 sick ¹ days in a 12 month period; rate calculated by dividing by total employees			
Benchmark: 8.72% LMG Top Quartile 12/19/15			Why Measure: Promote a culture in which sick time is used appropriately			
			Next Improvement Step: Pilot short term &/or long term solutions.			
How Are We Doing?						
01.04.15-01.02.16 12 Month Avg Goal	01.04.15-01.02.16 12 Month Avg		12.20.15-01.02.16 Goal	12.20.15-01.02.16 Actual		
29	46		28	44		
Employees	Employees		Employees	Employees		

High Sick Leave Consumption



01.04.15-01.02.16 Pareto Analysis

